

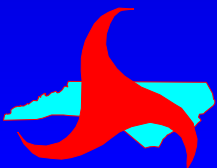
# Traffic Engineering Conference for Operations and Safety

Asheville, North Carolina

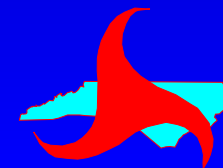
September 8, 2004

## **DIVERSITY COUNCIL BRIEFING**

North Carolina Department of Transportation



# Diversity?



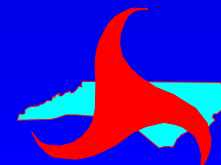
# NC Department of Transportation Diversity Council

## **Mission Statement:**

To promote an understanding of diversity within the North Carolina Department of Transportation that creates, maintains and values a diverse workforce

## **Objective:**

To develop a source document that identifies and recommends to management necessary changes to the NCDOT's Diversity Policies



# NC Department of Transportation Diversity Council

## Members

Ric Cruz - Engineering Safety Branch (Rail)

Peter Albrecht - Public Transportation

Emily McGraw - State Road Maintenance Unit

Jan Bryant - Office of Secretary

Ivan Holloway - Right-of-Way Branch

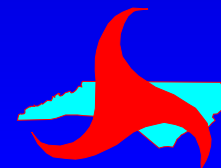
Rosa Gill - DMV Traffic Records

Kimmy Le - Information Technology Unit

Everett Ward - Office of Deputy Secretary (Roger Sheats)

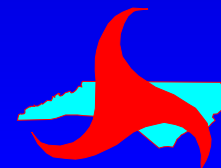
Hearbert Locklear - Structure Design Unit

Mercidee Benton - Fiscal Unit (Budget)



## Goals:

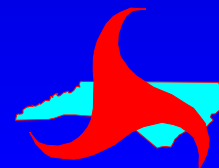
1. To identify past diversity trends and current initiatives and policies
2. To assess employee's knowledge, attitudes and understanding of diversity
3. To recommend changes to current diversity policies and establish new ones
4. To produce a final report



# NC Department of Transportation Diversity Council

## Work Plan: Phase I - Gather Data

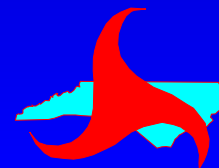
- Collect and summarize the last ten (10) years of department's personnel data
- Identify current diversity initiatives and policies
- Conduct focus group sessions using both homogeneous and heterogeneous groupings as well as top level management and field managers
- Utilize a survey to get additional input from other employees as to their knowledge, attitudes and understanding of diversity



# NC Department of Transportation Diversity Council

## Work Plan (con't): Phase II - Analyze Data

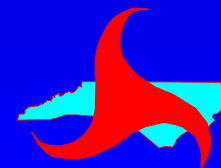
- Collect ten years of personnel data, current policies and results from survey and focus group sessions
- Identify personnel trends, attitudes toward and understanding of diversity based on data and focus group feedback
- Determine the effectiveness of current policies based on the outcome of the analysis of data and employee feedback



# NC Department of Transportation Diversity Council

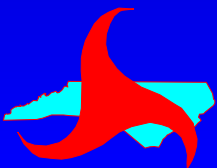
## Work Plan (con't): Phase III - End Product:

- Develop recommendations for changes in current policies and the need to establish new policies based on outcomes
- Present draft copy of recommendations to management
- Solicit input from management
- Prepare final report based on employee recommendations, statistical data and input from management

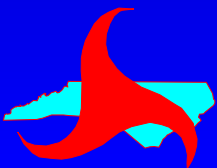
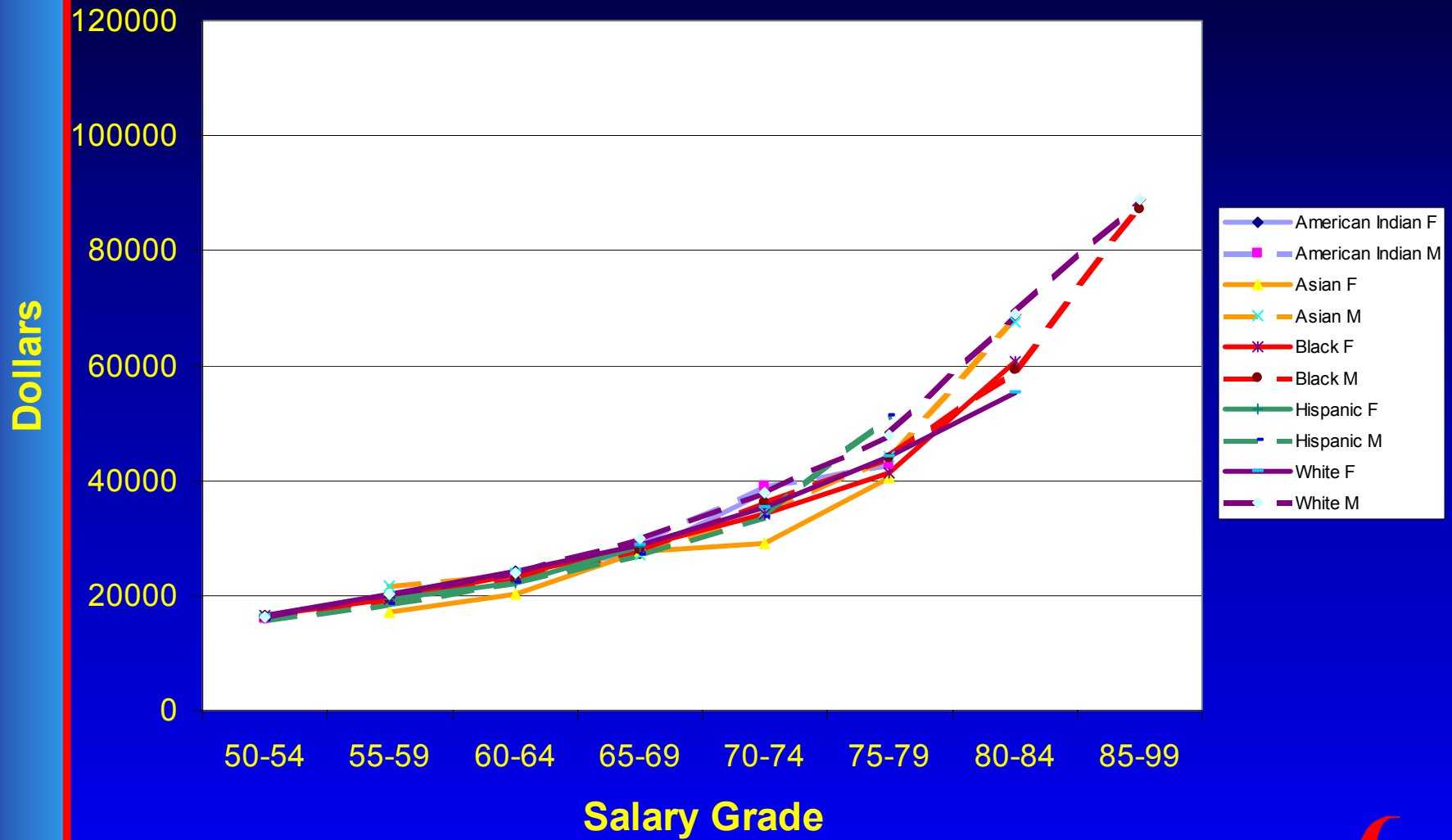




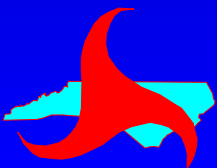
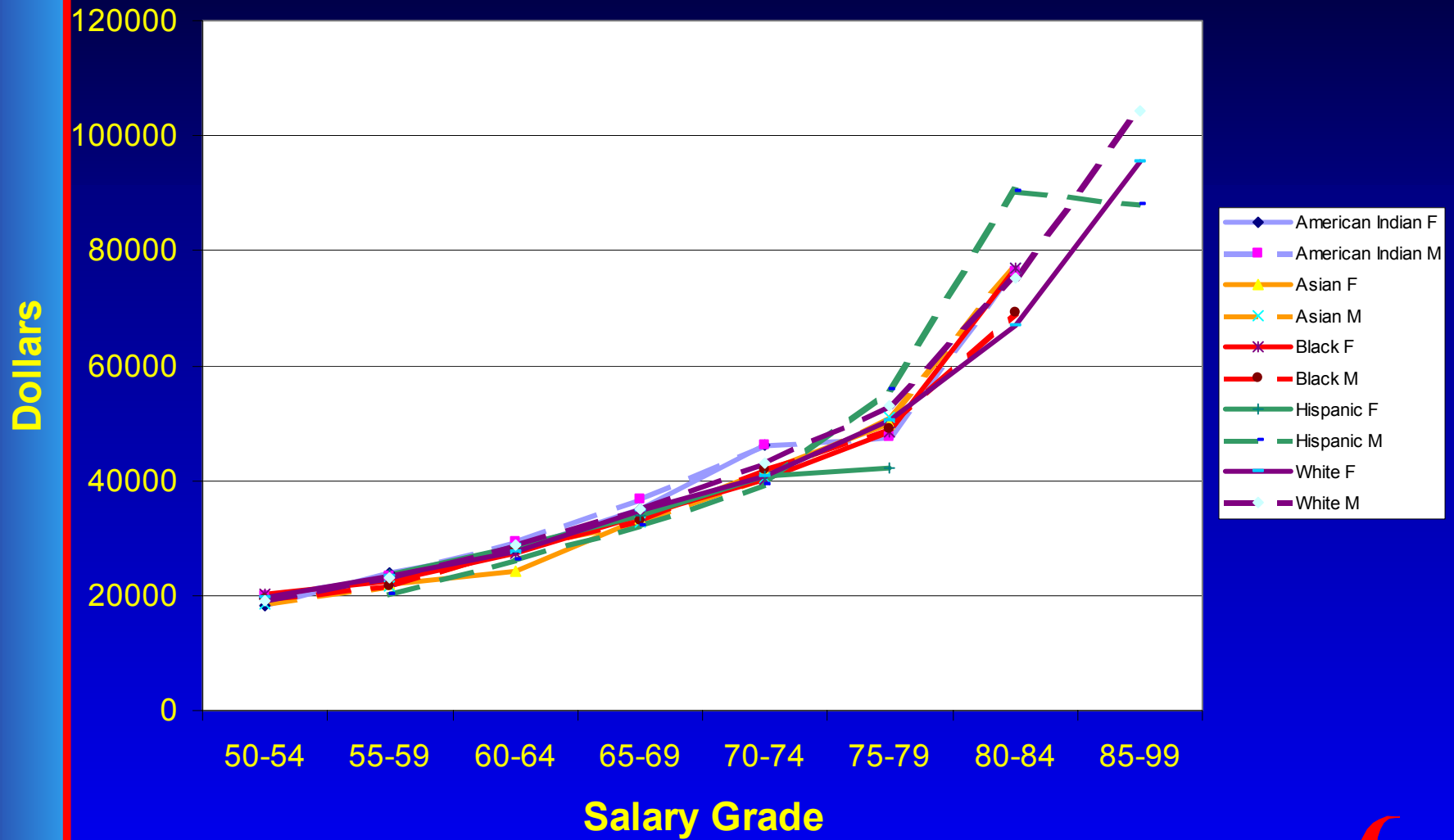
# Diversity Council Data Management



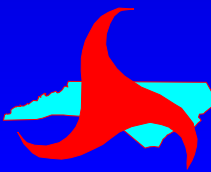
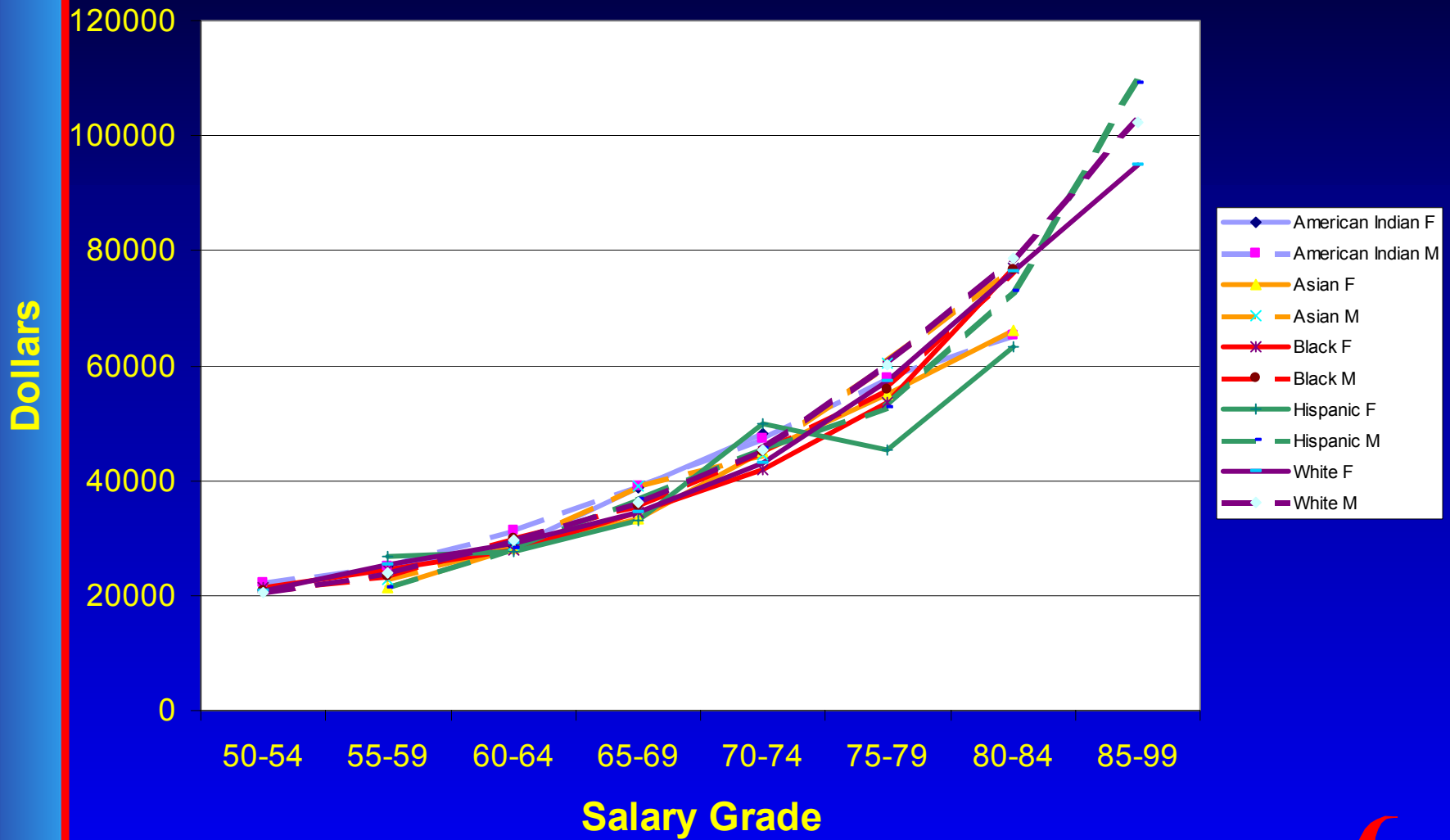
## Average Salary 1994



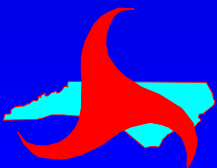
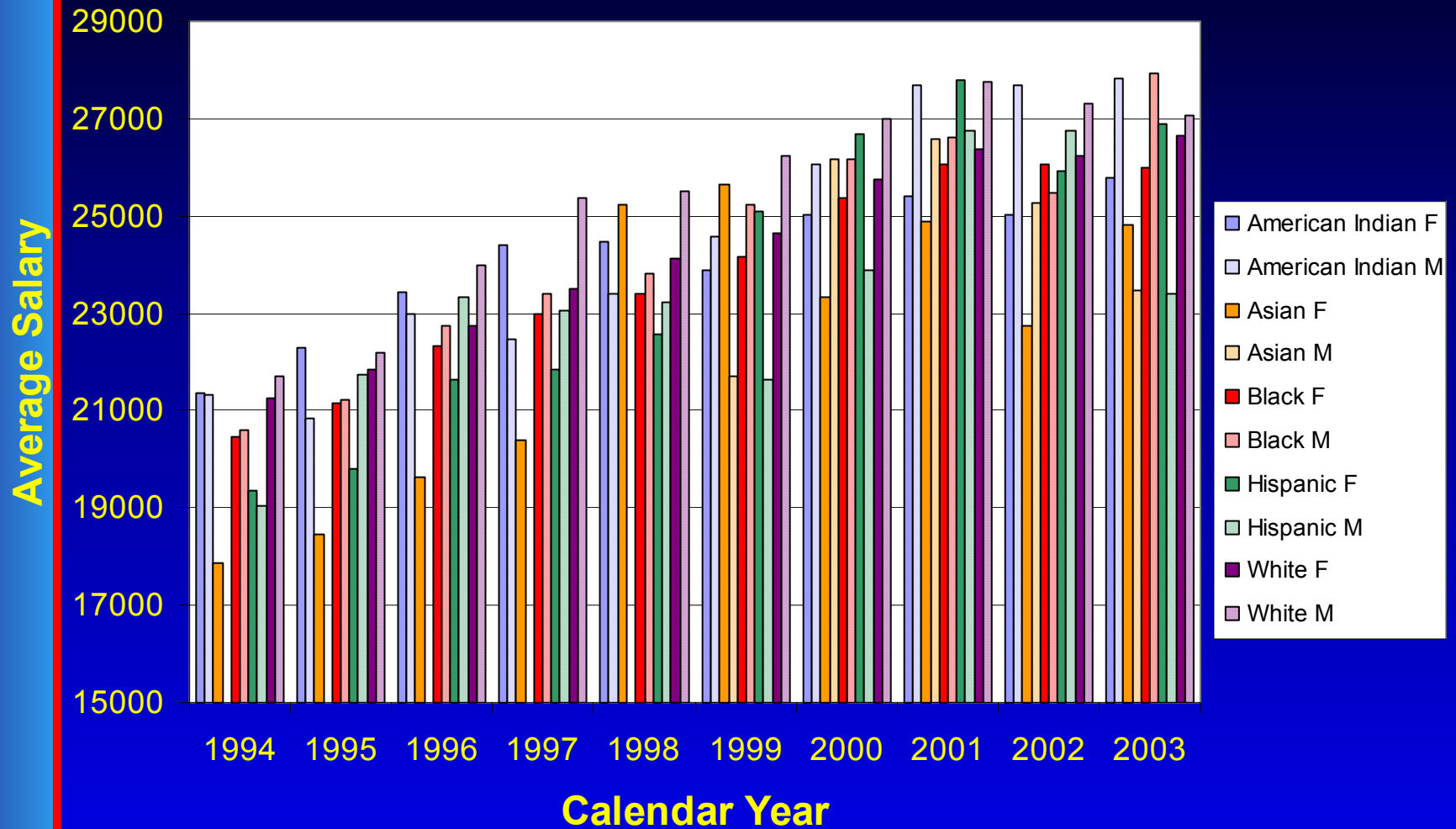
## Average Salary 1999



## Average Salary 2003

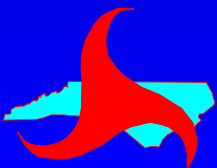
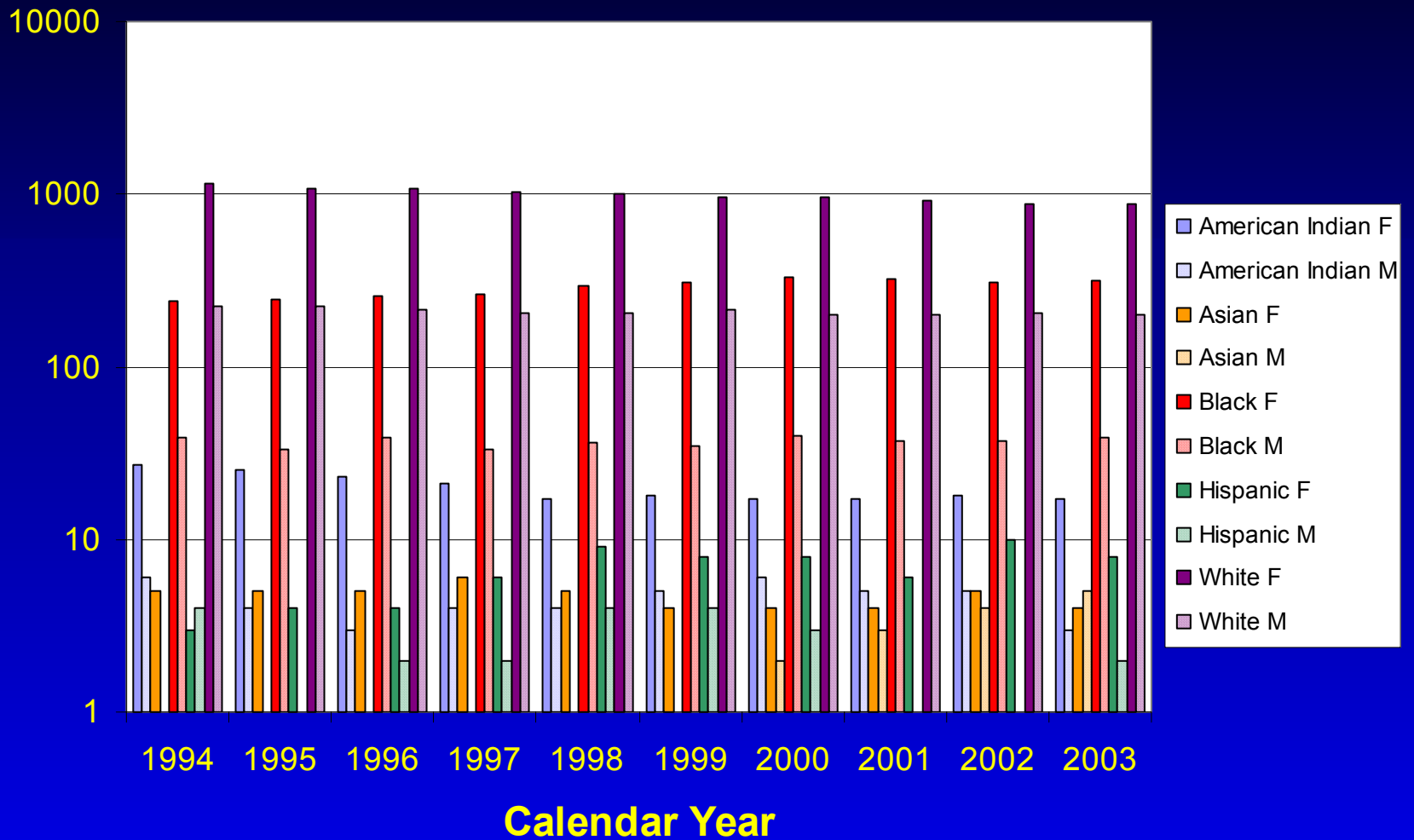


## Average Salary: Office & Clerical

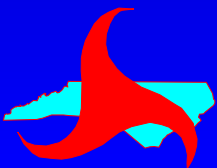
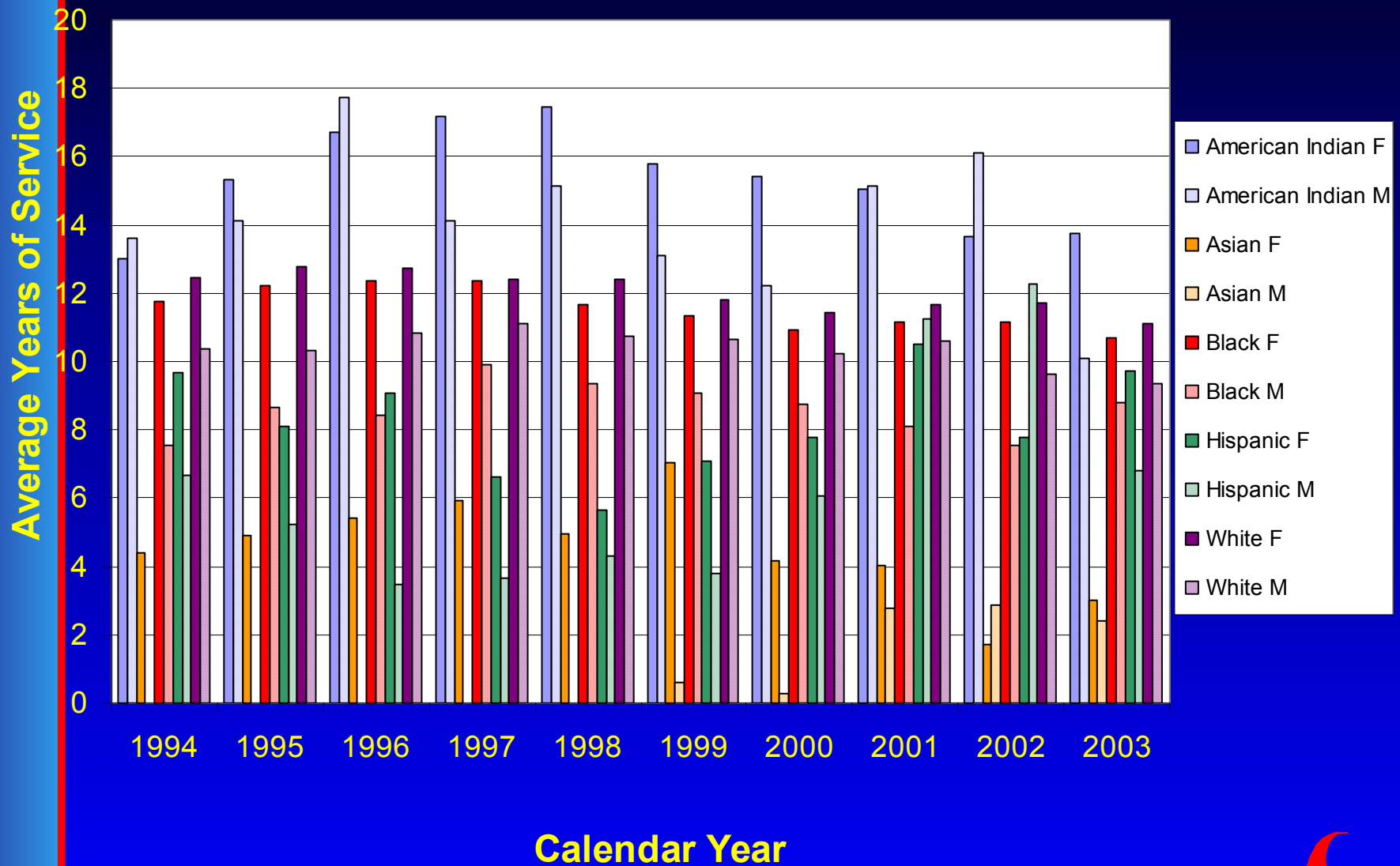


## Number of Personnel: Office & Clerical

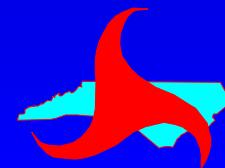
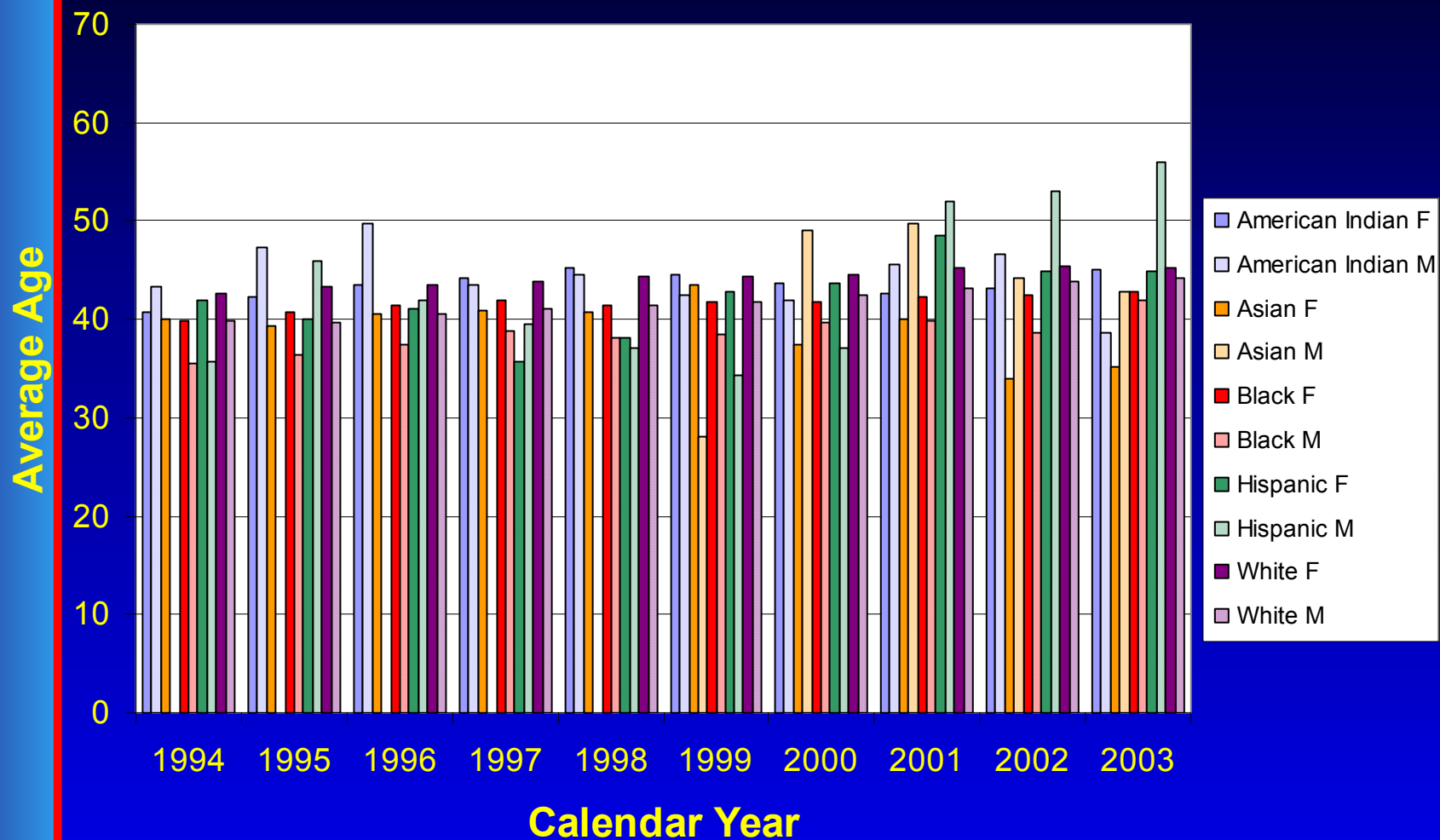
Number of Personnel



## Years Service: Office & Clerical



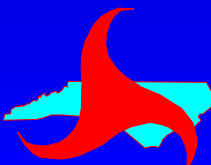
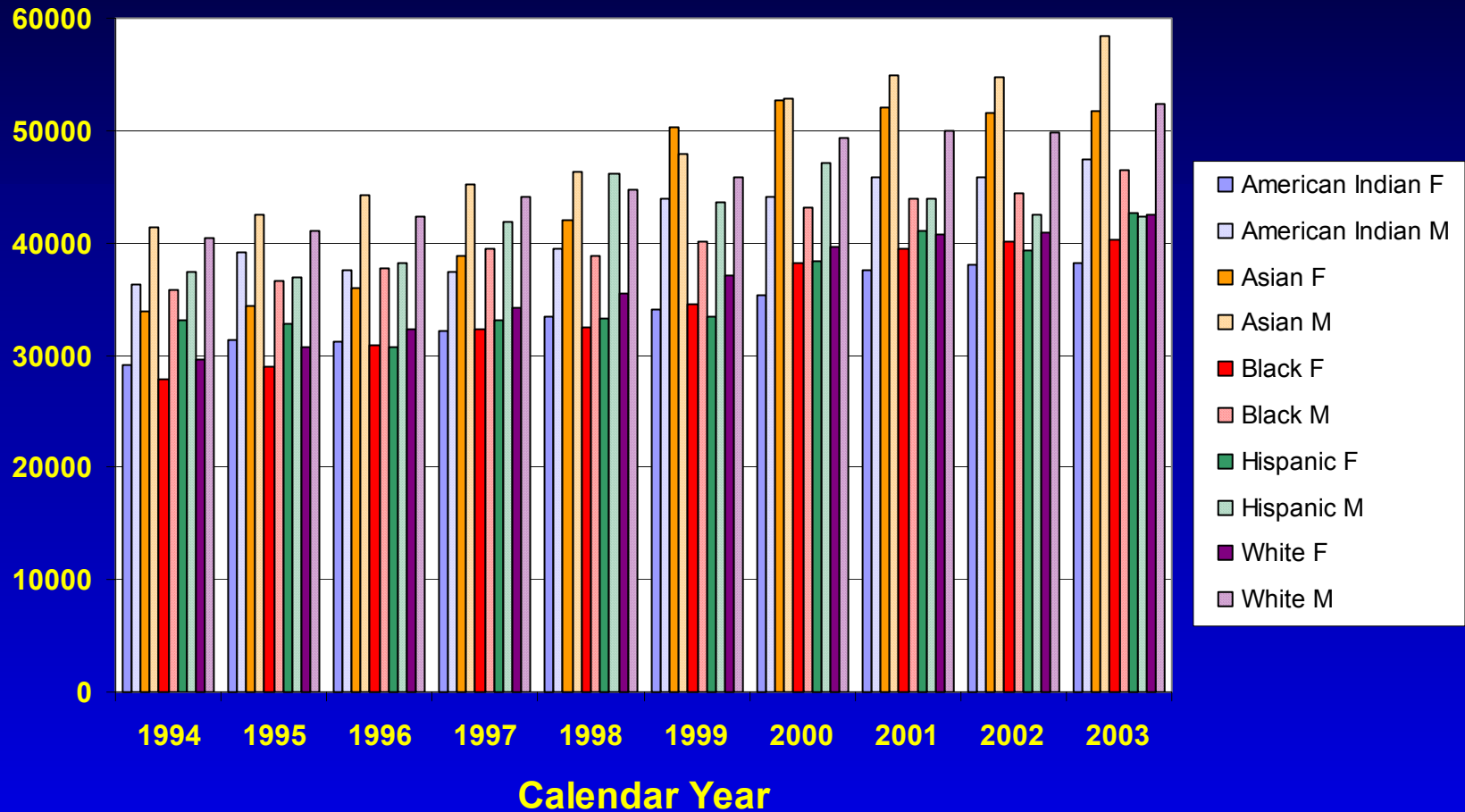
## Average Age: Office and Clerical



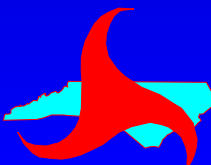
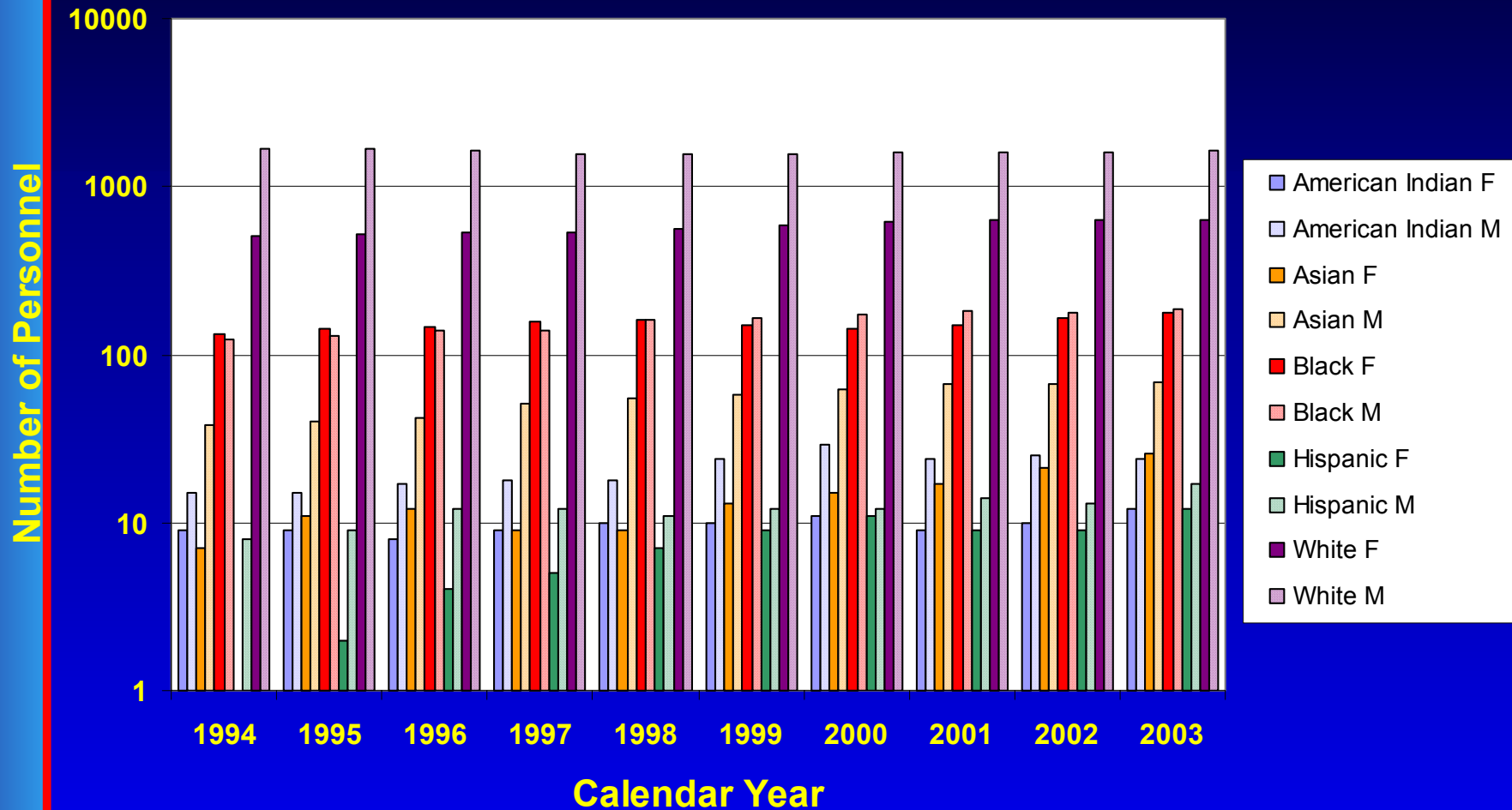


# Average Salary: Professional

Average Salary

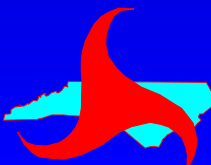
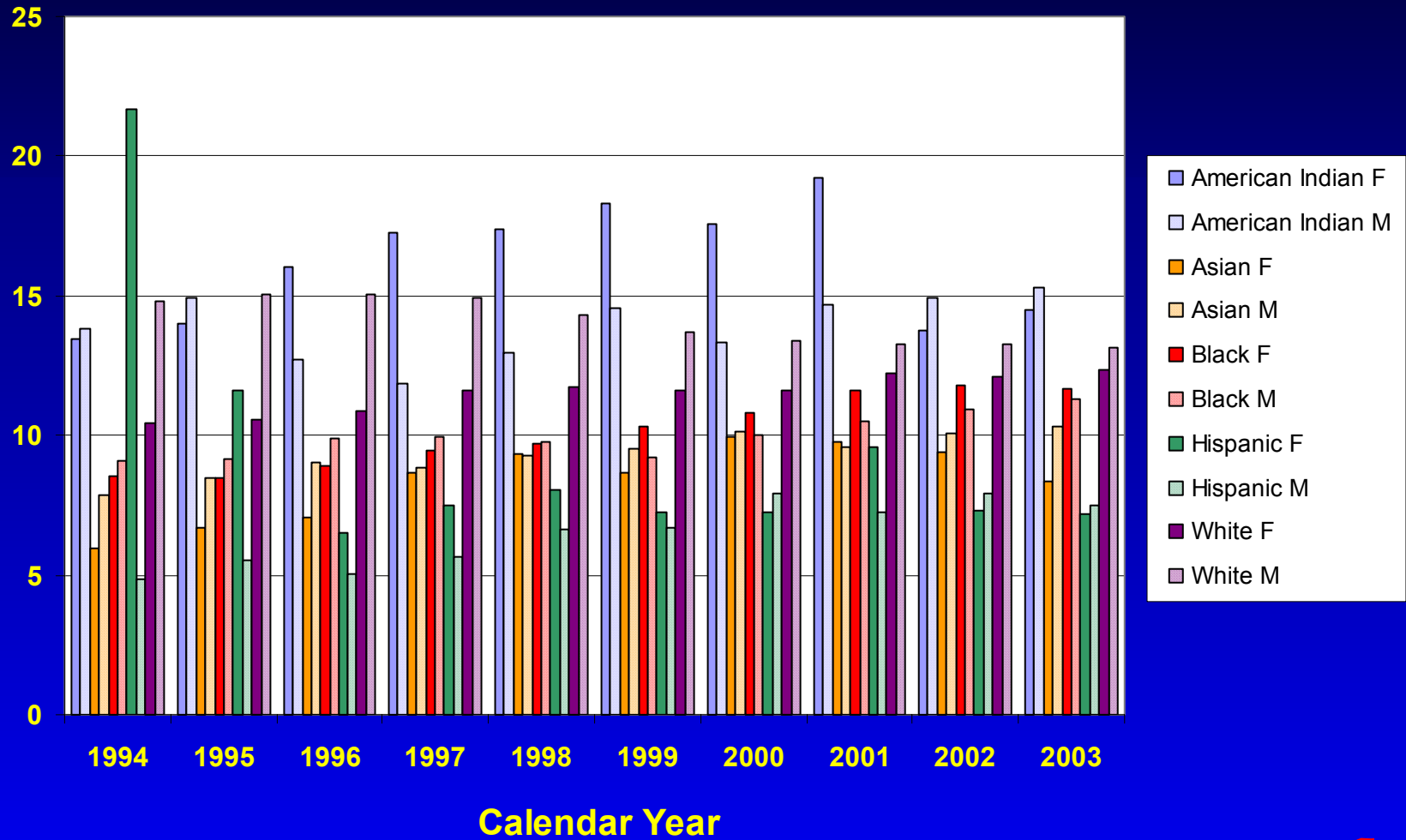


# Number of Personnel: Professional



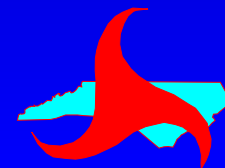
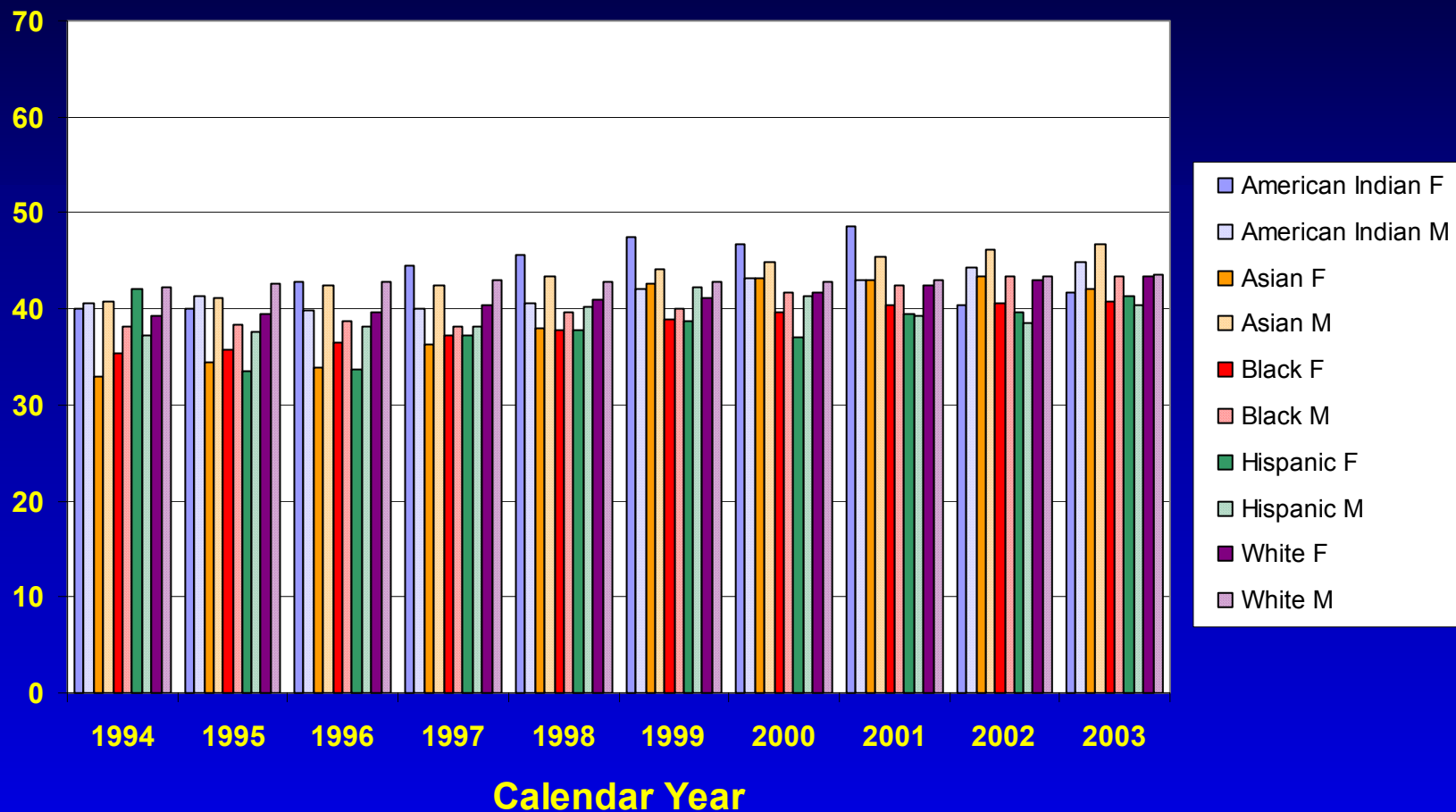
# Average Years Service: Professional

Average Years



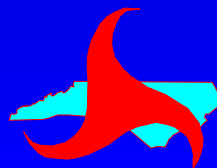
# Average Age: Professionals

Average Age



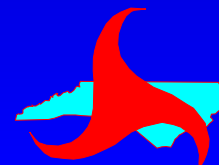
## **Summary of Activities to Date**

- Developed Goals, Objectives and Work Plan
- Created graphs using statistical data to identify trends in NCDOT workforce
- Contracted with UNC Kenan Flagler School of Business to Conduct Employee Focus Groups (Dr. James Johnson)



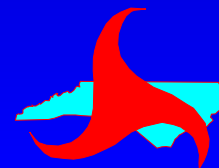
## Challenges for Supervisors/Managers

- Demonstrate the ability to lead a diverse workforce and maximize every employee's contributions and opportunities
- Ensure that the Department's diversity initiatives are effectively implemented in their units/sections
- Promote and enforce respectful standards of day-to-day workplace conduct



## Challenges for Employees:

- Seek and utilize the input of people with different backgrounds and perspectives as they go about their work
- Treat everyone with respect and expect respectful treatment in return



# NC Department of Transportation Diversity Council

## QUESTIONS / DISCUSSION

